



Modern Slavery Report

2023

Standing Out in a Global Market



Cory Nutrition Company-Modern Slavery and Human Trafficking Report

1. Introduction

Corey Nutrition Company Inc. is fully committed to upholding human rights and ethical business practices. We have a zero-tolerance policy towards modern slavery and human trafficking in any form within our operations and supply chain. We firmly believe in the dignity and well-being of all individuals involved in our business activities, and we are dedicated to ensuring that our products are produced under fair and safe working conditions.

Corey Nutrition Company Inc. strictly prohibits the use of forced labor, child labor, or any form of exploitation in our operations. We expect all our employees, suppliers, and business partners to adhere to the highest standards of ethical conduct and respect for human rights. We are actively engaged in efforts to assess and mitigate risks related to modern slavery and human trafficking, and we continuously work towards promoting transparency and accountability throughout our supply chain.

Our company is committed to ongoing training, monitoring, and collaboration with relevant stakeholders to strengthen our approach to combatting modern slavery and human trafficking. By integrating these principles into our policies and practices, Corey Nutrition Company Inc. aims to contribute to a world where human rights are upheld, and all individuals are treated with dignity and respect.

2. Operational Structure

Corey Nutrition Company is an Atlantic Canadian, family-owned manufacturer based in Fredericton N.B. We have a relentless pursuit of quality and innovation specializing in the formulation and safe production of super-premium Animal Foods.

We manufacture high quality foods and ship to over a dozen countries around the world.

We're celebrating over 40 years of manufacturing excellence. Our success is based on our three core principles:

Optimum Nutrition

Maximum Food Safety

Customer Service Excellence

These principles provide the framework for our future, ensuring that we will continue to provide the highest quality food products to our valued customers worldwide.



At Corey Nutrition Company, we take pride in our commitment to ethical sourcing and responsible business practices. The majority of our suppliers and contractors are based in Canada and the United States, where stringent labor laws and regulations are in place to protect workers' rights and ensure fair treatment in the workplace.

We hold our suppliers and contractors to the highest standards of integrity, expecting them to uphold the same values of transparency, respect for human rights, and ethical conduct that we prioritize within our own operations. Corey Nutrition Company maintains a close working relationship with our suppliers and contractors to ensure compliance with all relevant laws and regulations, including those related to labor practices, health, safety, and environmental standards.

3. Policies and Due Diligence Processes in Relation to Forced and Child Labour

Corey Nutrition Company is dedicated to combatting the risks of modern slavery and human trafficking through robust processes and comprehensive training for our employees. We believe that awareness and education play a critical role in identifying, preventing, and addressing potential issues within our operations and supply chains.

Our employees undergo regular training to recognize the signs of modern slavery and human trafficking, understand the importance of ethical sourcing, and know the procedures for reporting any concerns. By equipping our team with the knowledge and tools to identify and respond to these risks, we uphold a culture of vigilance and accountability within our organization.

In addition to our internal efforts, we actively engage with our suppliers to ensure alignment on ethical values and practices. We work closely with our suppliers to communicate our zero-tolerance policy towards modern slavery and human trafficking, encouraging them to adopt similar values and standards. Through ongoing collaboration and monitoring, we seek to maintain a supply chain free from such exploitative practices.

By fostering a shared commitment to ethical conduct with our suppliers and empowering our employees with the necessary training and processes, Corey Nutrition Company strives to create a responsible and transparent business environment. We remain dedicated to upholding the highest standards of integrity and ethical behavior across all aspects of our operations.

3.1 Policies, Training & Due Diligence Processes

Corey Nutrition Company upholds a robust training program for employees focusing on various crucial policies to ensure ethical conduct, compliance, and a safe working environment. Annually, our employees receive training on the following key policies:

*Corey Nutrition Company Inc.
136 Hodgson Road
Fredericton, N.B. E3C 2G4*



1. **Code of Conduct - Employees:** Outlining the expected standards of behavior, professionalism, and integrity for all employees within the organization.
2. **Human Rights Commitment:** Demonstrating our dedication to upholding human rights principles, promoting fair treatment, non-discrimination, and respect for individuals' rights within our operations and supply chain.
3. **Anti-Corruption Policy:** Establishing guidelines to prevent corruption, bribery, and unethical practices, emphasizing transparency and accountability in all business dealings.
4. **Anti-Bribery Policy:** Ensuring adherence to anti-bribery laws and regulations, prohibiting bribery in any form and guiding employees on how to handle situations involving potential bribery risks.
5. **Anti-Slavery Policy:** Addressing the risks of modern slavery and human trafficking, emphasizing the prohibition of forced labor, child labor, and other forms of exploitation within our operations and supply chain.
6. **Health and Safety Policy:** Promoting a safe work environment by outlining procedures, protocols, and responsibilities to prevent accidents, injuries, and occupational health hazards.
7. **Cyber Security Policy:** Safeguarding sensitive information, digital assets, and ensuring data protection measures are in place to mitigate cybersecurity risks and threats.

By consistently training employees on these policies, Corey Nutrition Company aims to instill a culture of compliance, ethical behavior, and responsibility while ensuring the well-being of our employees and the integrity of our operations.

3.2 Our Suppliers

Corey Nutrition Company's Supplier Code of Conduct serves as a guiding framework for suppliers, emphasizing the importance of ethical behavior, compliance with laws, and responsible business practices. The Code covers a comprehensive range of principles and expectations, including:

1. **Anti-Corruption and Bribery:** Prohibiting any form of corruption, bribery, or unethical behavior in business activities.
2. **Foreign Trade Compliance:** Ensuring adherence to international trade laws and regulations governing imports, exports, and customs.
3. **Fraud and Anti-Money Laundering:** Committing to combatting fraud, money laundering, and illicit financial activities within the supply chain.



4. **Confidentiality and Data Protection:** Safeguarding confidential information and ensuring compliance with data protection laws to protect sensitive data.
5. **Recognition and Compliance with Relevant Laws:** Acknowledging and complying with all applicable laws, regulations, and industry standards.
6. **Child Labour, Forced Labour, Slavery or Human Trafficking:** Prohibiting the use of child labor, forced labor, slavery, and human trafficking in any form within the supply chain.
7. **Diversity and Inclusion:** Promoting diversity, equality, and inclusion in the workplace and business practices.
8. **Harassment:** Maintaining a zero-tolerance policy towards harassment, discrimination, and inappropriate behavior.
9. **Health and Safety:** Ensuring a safe work environment by implementing health and safety measures to protect employees.

By upholding the principles outlined in the Supplier Code of Conduct, Corey Nutrition Company expects its suppliers to demonstrate a strong commitment to ethical conduct, integrity, and compliance with relevant laws and standards. Through collaboration and adherence to these guidelines, we strive to build a responsible and sustainable supply chain that upholds the values of transparency, fairness, and respect for all individuals involved.

4. Risk Assessment

Corey Nutrition Company has conducted a thorough risk assessment to evaluate the potential for forced labor and child labor within its supply chain. By utilizing the approved suppliers list and considering factors such as supplier location and existing policies, we have determined that the company can reasonably be deemed at low risk for forced labor and child labor.

The risk assessment process involved a detailed review of our supply chain partners, taking into account their geographic locations and the policies they have in place to mitigate labor-related risks. Through this assessment, Corey Nutrition Company has demonstrated a commitment to ethical sourcing practices and ensuring compliance with labor standards.

We remain vigilant in monitoring and addressing any potential risks that may arise, as well as working collaboratively with suppliers to maintain and enhance their policies and procedures. By proactively assessing and managing these risks, Corey Nutrition Company aims to uphold the highest standards of integrity and ethical conduct throughout its operations and supply chain.



5. Risk Management and Mitigation

Corey Nutrition Company is dedicated to robust risk management practices aimed at preventing modern slavery, forced labor, and child labor within our supply chains. Our comprehensive plan outlines the necessary steps to assess and effectively manage any potential risks in these areas. While maintaining a proactive stance on ethical sourcing, we have not identified any instances of forced labor or child labor to date within our supply chains.

As part of our risk management approach, we continuously evaluate our suppliers, their locations, and the policies they have in place to address labor-related risks. By conducting regular assessments and engaging with our suppliers, we aim to maintain transparency and uphold ethical standards across our operations.

Given that we have not encountered any instances of forced or child labor, we have not needed to take specific measures to remediate such issues. However, our commitment to ongoing monitoring, assessment, and collaboration with suppliers remains unwavering as we strive to prevent and address any potential risks related to modern slavery, forced labor, or child labor in the future.

Corey Nutrition Company will continue to prioritize ethical practices, integrity, and compliance with labor standards as we uphold our responsibility to promote a fair and sustainable supply chain.

6. Attestation

I confirm that, in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, specifically section 11, I have examined the details provided in this report. To the best of my understanding and after conducting due diligence, I certify that the information presented in the report is truthful, precise, and comprehensive to the extent required by the Act for the indicated reporting period.

Signed: Lee Corey

Title: CEO

Date: May 15, 2024

I have the authority to bind Corey Nutrition Company Inc.